

# **Overview of the Health Workforce Development Council**

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# Health Workforce Development Council

- The California Workforce Investment Board (State Board) is tasked by the California Workforce Training Act of 2006 with developing a comprehensive workforce development plan for California
- In August 2010, the State Board established the Health Workforce Development Council (Council) to help ensure that California has the skilled workforce needed to provide all Californians with access to quality health care
  - The Council exists as a Special Committee under the State Board

# The Health Workforce Development Council and the Implementation of Health Care Reform

- The Health Workforce Development Council advises the Health Care Reform Taskforce (Taskforce) established by Governor Schwarzenegger, and led by Secretary Kim Belshé, California Health and Human Services Agency
  - The Taskforce, comprised of Administration officials and agencies, is tasked with implementing the provisions of the Patient Protection and Affordable Care Act (ACA)
- Within the Taskforce, is the Health Care Reform Workforce Workgroup, which focuses on the training and workforce development provisions. Leading the Healthcare Workforce Workgroup are:
  - Labor and Workforce Development Agency
  - Office of Statewide Health Planning and Development (OSHPD)
  - California Workforce Investment Board (State Board)

# Health Workforce Development Council

## Mission

Expand California's health  
workforce to provide access to  
quality health care for all  
Californians

# Health Workforce Development Council

## Goals

- Identify and create essential strategic statewide and regional partnerships that increase access to primary care and meet health system delivery needs
- Identify education and workforce data availability and gaps and recommend refinement of disparate data sets into comprehensive data systems that can be used to inform statewide and regional health workforce development priorities
- Map education and career pathways necessary to supply the health workers needed to increase access to primary care and meet future demands
- Assess legislative, administrative and/or workplace policy changes that are needed to increase the supply of primary care providers demanded to improve population health as well as bolster regional health access and economies

# Health Workforce Development Council Objectives

- Increase the primary care full-time health workforce by 10 to 25 percent over ten years
- Identify and facilitate the development of the following to address the need for a highly skilled, well-trained and culturally diverse workforce to support California's health care delivery system:
  - Framework
  - Funding
  - Strategies
  - Programs
  - Policies
  - Partnerships
  - Opportunities

# Strategies of the Health Workforce Development Council

- Neutral broker for guiding State health workforce policy recommendations that have been informed by public and private sector stakeholders
- Statewide hub for cultivating funded health workforce initiatives
- Strengthen regional health workforce planning using relevant data
- Ensure creation/sustainability of sector strategies by fostering regional partnerships
- Form strategic alliances among health employers and education institutions to understand statewide, regional and local health workforce needs and capacity
- Increase health educational pathways that lead low wage workers to well-paying jobs in the health sector
- Facilitate the education and training of a culturally and demographically diverse health workforce
- Use technology to improve data, facilitate communication w/partners and measure results
- Align successful health workforce programs
- Promote, develop plans for sustainability and work towards bringing to scale successful health workforce programs

## Available Resources

- The Council could utilize Ad Hoc Committees
  - Informal workgroups comprised of State Board members, and/or State Board staff, and/or State and local partner, stakeholder, and practitioner staff
  - Ad hoc committees may be established by the Chair, the Executive Director, or a special committee chair
  - Ad hoc committee members NOT on the Council would be able to speak at Council meetings but they would not have the ability to vote on Council matters
- Support provided by OSHPD and State Board staff
  - Staff will be responsible for coordinating effort between the stakeholders, the Office/Board, education and workforce partners, associations, etc.
  - Staff reports to the OSHPD Director and State Board Executive Director for the purposes of the Council and the Workgroup



## **Health Workforce Development Planning Grant**

# California Receives a Health Workforce Development Planning Grant

## *Background:*

The implementation and provision of exemplary health care for all Californians as envisioned under the Affordable Care Act of 2010 will require extraordinary levels of collaboration and cooperation between multiple players. In order to meet the burgeoning workforce demands expected by 2014, a broad system of public workforce and educational programs, working in partnership with the private and public health industry, will need to be organized, resourced and provided with timely and accurate projections of demands across multiple segments of the health care delivery system.

## *Purpose:*

This Funding will assist California in the development of a comprehensive Statewide plan for health care workforce development through strategic partnerships.

## *Funding Available:*

*Grant Amount:* \$150,000

*Number of Grants:* 25

*Award Date:* September 24, 2010

# Health Workforce Development Planning Grant Activities

- Analyze State labor market information in order to create health care career pathways for students and adults, including dislocated workers
- Identify current and projected high demand State or regional health care sectors for purposes of planning career pathways
- Identify existing Federal, State, and private resources to recruit, educate or train, and retain a skilled health care workforce and strengthen partnerships
- Describe the academic and health care industry skill standards for high school graduation, for entry into postsecondary education, and for various credentials and licensure
- Describe State secondary and postsecondary education and training policies, models, or practices for the health care sector, including career information and guidance counseling
- Identify Federal or State policies or rules to developing a coherent and comprehensive health care workforce development strategy and barriers and a plan to resolve these barriers

# Health Workforce Development Planning Grant Deliverables

- Identify and establish the Health Workforce Development Council (HWDC)
  - Hold (up to 8) HWDC meetings in Sacramento
- Define health service planning regions
- Identify and continue to expand existing partnerships
- Conduct regional and statewide focus groups
- Identify available and needed health workforce data resources
- Identify health career pathways in current and projected high demand State or regional health care sectors by:
  - Convening labor market experts, health employers, and education
  - Developing and/or modifying surveys
  - Conduct literature reviews
  - Identifying gaps between workforce supply and demand
- Develop an inventory of available health workforce development resources

# Health Care Workforce Development Planning Grant

## Deliverables (continued)

- Review California statutes and regulatory code to describe education and training requirements for certification and licensure
- Identify policy or regulatory actions needed to collect necessary components of health workforce and education data
- Map health workforce and education data available to identify data gaps and needs
- Convene public and private education leadership to discuss the big picture issues around recruitment, retention, attrition, transfer, articulation, and curricular disconnects
- Examine the need for pilot/demonstration projects in eligible Health Workforce Pilot Project health personnel categories
- Examine policy changes that may be needed to foster comprehensive health workforce development while increasing access to care
- Identify and compile promising practices for health worker retention that could be replicated at both the state and regional levels

## ACA Health Workforce Development Grants Awarded to California

Grant Title	Awarded to CA
Primary Care Residency Expansion	\$16.3M
Expansion of Physician Assistant Training Program	\$4.1M
Advanced Nursing Education Expansion Program	\$1.0M
Nurse Managed Health Clinics	\$3.0M
State Health Care Workforce Planning	\$150k
Personal and Home Care Aide State Training Program	\$750k
Health Profession Opportunity Grants to Serve TANF Recipients	\$5.0M
TOTAL	\$30.3M

For More Information, Please Contact...

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